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activities may refer to the UNT System Better Together value: to foster an inclusive environment of respect, belonging, and access for all by developing awareness and understanding of different experiences, respecting diversity of people, beliefs, thoughts, and ideas, and supporting opportunities to remove barriers to equity and inclusion.

C.

an employment and learning environment at each component University of North Texas, UNT Health Science Center, UNT Dallas/UNT Dallas College of Law and UNT System Administration that gives each person the opportunity to be a productive and valued employee and student. UNT System Equal Opportunity Statement:

The University of North Texas System is firmly committed to equal opportunity and does not permit -- and takes actions to prevent -- discrimination, harassment (including sexual violence) and retaliation on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, genetic information, or veteran status in its application and admission processes, educational programs and activities, facilities, and employment practices. The University of North Texas System immediately investigates complaints of discrimination and takes remedial action when appropriate. The University of North Texas System also takes actions to prevent retaliation against individuals who oppose any form of harassment or discriminatory practice, file a charge or report, or testify, assist, or participate in an investigative proceeding or hearing.

III. WHAT IS PROHIBITED

A. TEC §51.3525 prohibits/Lang (en-US)BDC q0.00000912 0 612 792 reWB/F1 11.04 Tf1 0 0Tf1 0 0 of1 0 0.37

- C. UNT System campuses are also prohibited from requiring any person to provide a diversity, equity, and inclusion statement, or giving preferential consideration to any person based on the provision of such a statement.
- D. *In summary, a Committee or Council may not promote differential treatment of or provide special benefits to distinct persons or groups on the basis of race, sex, color, ethnicity, or national origin.*

IV. CONCLUSION

- A. To comply with the requirements of TEC §51.3525, UNT System campuses should review the mission statement, purpose, and activities of each DEI Committee or Council to ensure compliance with TEC §51.3525.
 - 1. Upon review, it may be determined that mission statements and activities of Committees and Councils must be eliminated or significantly revised for compliance with the new law.
 - 2. Any questions about such should be brought to the immediate attention of the Chief Compliance Officer and the UNT System Office of General Counsel.